

House File 2296 - Introduced

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BY KELLEY

A BILL FOR

1 An Act providing for civil rights enforcement concerning
2 employment rights of persons exercising their rights under
3 the federal Family and Medical Leave Act.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 216.6, subsection 1, Code 2011, is
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. e. Person to refuse to hire, accept,
4 register, classify, or refer for employment, to discharge any
5 employee, or to otherwise discriminate in employment against
6 any applicant for employment or any employee because the
7 applicant or employee has exercised or has previously exercised
8 the applicant's or employee's rights under the federal Family
9 and Medical Leave Act.

10

EXPLANATION

11 This bill provides that it is an unfair employment practice
12 under the Iowa civil rights Act to discriminate against any
13 employee or applicant for employment because that person has
14 exercised the person's rights under the federal Family and
15 Medical Leave Act.